

2016-17

Annual Report



Emil Moul

Woorabinda Aboriginal Shire Council

Contents

1	Introduction	2
2	Report from the Mayor	3
3	Report from the CEO	4
4	Woorabinda Shire Profile	5
4.1	Demographics	5
4.1.1	Age distribution data	5
4.1.2	Over Crowding	5
4.1.3	Employment	6
5	Shire History	6
6	Our Achievements	6
6.1	Financial Security	6
6.2	Economic Development	7
6.3	Healthy, Safe and Secure Community	8
7	The Council	9
8	Statutory Information	10
8.1	Councillor's Code of Conduct	10
8.2	Councillors Reimbursement and Expenditure Policy	11
8.3	Administrative Complaints	11
8.4	Overseas Travel	11
8.5	Expenditure on grants to Community Organisations	11
8.6	Reserves and controlled roads	11
8.7	Corporate plan and annual operation plan	11
8.8	Equal Employment Opportunity	12
8.9	Registers kept by Council	12
8.10	Internal Audit	13
9	Community Services	13
9.1	Remote Indigenous Broadcasting Services	13
9.2	Sport and recreation	13
9.3	Childcare	14
10	Corporate Services	14
10.1	Customer Service	14
10.2	Administration	15
10.3	Human Resource Management	15
11	Woorabinda Pastoral Company	15
11.1	Principal Activities	16
12	Works and Essential Services	16
13	Appendix 1 – Financial Report	0
14	Appendix 2 Council Plans	1
15	Appendix 3	2



1 Introduction

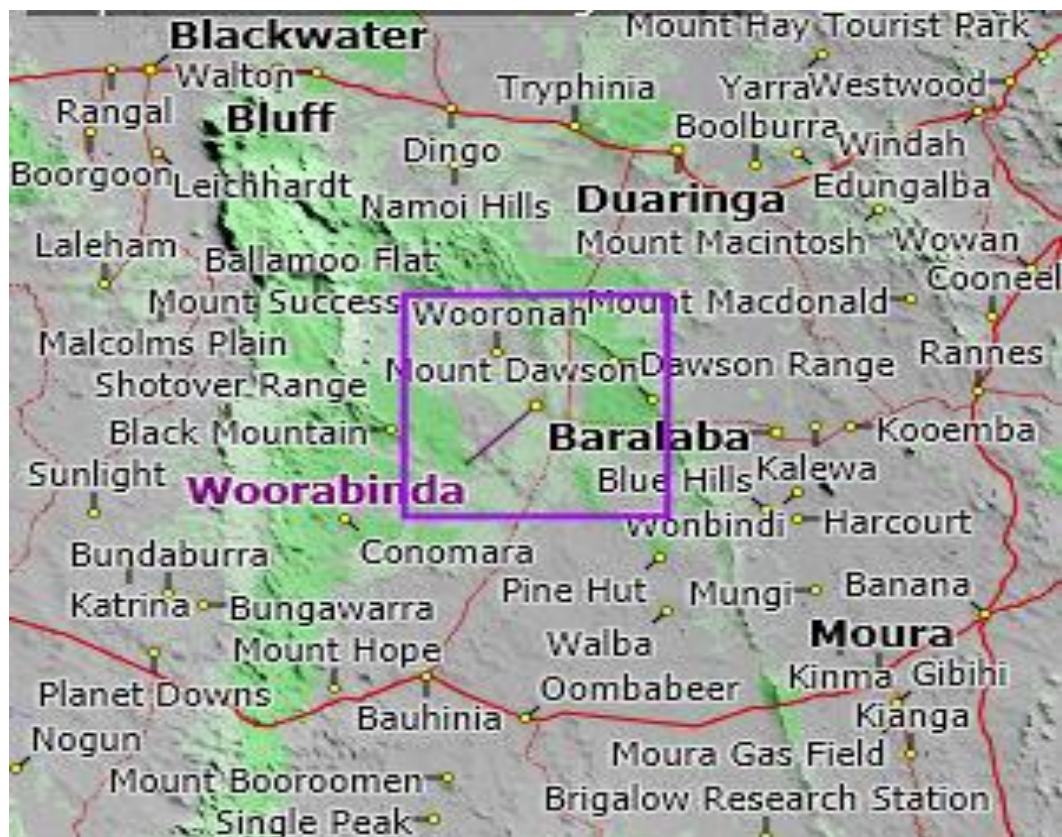
This Annual Report offers the public insight into the primary activities and financial position of the Woorabinda Aboriginal Shire Council throughout 2016-17.

The Report discloses, as legislated by the Local Government Act 2009, the Audited Financial Statements for the 2016-17 financial year. The long term vision of the corporate plan is also included to demonstrate Councils commitment to open and accountable governance and provides a medium by which the community may generate an understanding of the Council's financial position and performance during the period in question.

The Annual Report communicates, to the public at large, the highlights and major achievements of the Council as at 30 June 2017.

Council Contact Details

Location	112 Munns Drive Woorabinda QLD 4713
Postal Address	C/- Woorabinda Post Office Woorabinda QLD 4713
Operating Hours	8:30am – 5:00pm Monday to Thursday 8:30am – 12:00 noon Friday
Telephone	07 4925 9800
Facsimile	07 4925 9849
Website	www.woorabinda.qld.gov.au
Email	reception@woorabinda.qld.gov.au



2 Report from the Mayor

I am proud to present this Annual report that highlights Council achievements since I became Mayor of Woorabinda Aboriginal Shire Council in March 2016. As Mayor I am committed to economic development as well as the health and safety of the Woorabinda community which includes the Woorabinda Pastoral Company.

Throughout the year Council has engaged with the Woorabinda Community, service providers, Federal and State Governments to keep everyone informed on council activities and plans for the future. The focus for Council during 2016-17 includes; Community Safety, maintenance and repairs, Bio-Diversity Off Set Agreement, new house builds and the Community Store.



Together the community of Woorabinda battled house fires, bush fires, floods and heavy down pours of rain resulting in a few days of isolation from the outside world. We worked together for the community and I know we will continue to do this.

I'd like to acknowledge the large number of Community volunteers and elected Councillors who work tirelessly to ensure Woorabinda can compete in sporting competitions, celebrate the Woorabinda Festival and pay our respects to elders past through the 90th Anniversary.

2017-18 will be another year of Council and community working towards a safe, healthy and vibrant community.

Cheyne Wilkie

Mayor, Woorabinda Aboriginal Shire Council



3

Report from the CEO

It is with great pleasure that I support Mayor Cheyne Wilkie in presenting my first Annual Report for Woorabinda Aboriginal Shire Council. 2016 proved to be a long and hard year from a Council perspective. The Local Government Elections were held on 18th March 2016 which brought in a new Mayor and Councillors. Council's new vision reflects local employment opportunities, Indigenous empowerment and self-determination. I commenced as CEO in August 2016 and focused on restructuring the organisation, rebuilding the management team and working hard on Council's operational and governance standards.



I would like to acknowledge the past CEO's who held this office prior to my appointment and commend them for their commitment to progressing Council through times of significant change. I am supported by a relatively new Management team who are committed to working for the best social and economic outcomes for Woorabinda.

Due to changes in Government funding for Local Government, Council is increasingly expected to deliver more for less and we need to remain financially vigilant and make sure we are getting value for money from our contractors and identifying new sustainable income streams.

Together with the Mayor I will continue to lobby relevant Government agencies to ensure Woorabinda receives our fair share as well as the quality services we deserve.

I'd like to thank the Mayor and elected Councillors for their commitment and support during my first year at the desk and I'm looking forward to developing a deeper understanding of Woorabinda and the people who make up such a progressive and vibrant community.

Emil Moul

CEO, Woorabinda Aboriginal Shire Council



4 Woorabinda Shire Profile

The town of Woorabinda is located in Central Queensland, 170 km south west of Rockhampton. Woorabinda is situated on the traditional lands of the Wadja Wadja/Yungulu Aboriginal people with the Council area covering 391.2 square km. Woorabinda was established in 1927 through Stock work that led to the formation of the Woorabinda Pastoral Company.

The population data shown here are based on the 2016 Census of Population and Housing question about Indigenous status. This question asks each person to identify whether they are of Aboriginal and/or Torres Strait Islander origin and is based on persons by place of usual residence.

4.1 Demographics

Persons	Woorabinda Number	Woorabinda %	QLD %
Aboriginal	851	88.5	3.2
Torres Strait Islander	3	0.3	0.4
Both Aboriginal and Torres Strait Islander	51	5.3	0.4
Total	908	94.4	4.0
Non-Indigenous	40	4.2	89.5
Not Stated	11	1.1	6.5
Total	962	100.00	100.00

Source: 2016 Housing and population census data ABS

4.1.1 Age distribution data

- 35.4% of Aboriginal and/or Torres Strait Islander peoples were aged 0 to 14 years
- 7.5% of non-Indigenous persons were aged 0 to 14 years
- 3.9% of Aboriginal and/or Torres Strait Islander peoples were aged 65 years and over

4.1.2 Over Crowding

The measure of overcrowding has been defined as dwellings that need one or more extra bedrooms. Overcrowding has been derived from the 2016 Census of Population and Housing data. It is applicable to occupied private dwellings. In the Woorabinda Local Government Area; 28.8% of households with Aboriginal and/or Torres Strait Islander peoples were overcrowded while 0.0% of non-Indigenous households were overcrowded.



4.1.3 Employment

Work by industry is from the 2016 Census of Population and Housing data. It combines information on the type of business or industry a person works in with the main goods or service their workplace produces. This is based on persons aged 15 to 64 years by place of usual residence. In the Woorabinda Local Government Area - 25.8% of Aboriginal and/or Torres Strait Islander peoples aged 15 to 64 years worked in the Public administration and safety industry while 32.4% of non-Indigenous persons aged 15 to 64 years worked in the Public administration and safety industry

According to the 2016 Census the unemployment rate for Aboriginal and Torres Strait Islander people in Woorabinda was 21.9% for people aged 15 to 64 years, there were no non-Indigenous persons aged 15 to 64 years unemployed in Woorabinda.

5 Shire History

The Wadja Wadja people lived on the country between the Expedition Ranges and the Dawson River, and followed traditional patterns of hunting and gathering, fishing and trade for many thousands of years before the arrival of the first Europeans to the region.

The community came about from the transfer of the Taroom Settlement when the Dawson Valley irrigation works encroached on the area. In 1926 the Wooroona property was acquired by the State Government and placed under the management of a State Supervisor who named it 'Woorabinda'. The word Woorabinda means 'Kangaroo sit down'. The settlement began in 1927 and began with cattle grazing then diversified into fruit, vegetables, dairying and fodder production. Substantial land clearing and fencing were needed.

In 2002 the Woorabinda Aboriginal Shire Council was formed, it is an area of 391.2 sq. km with responsibility of lands at Woorabinda and North of Duaringa and South of Bauhinia.

6 Our Achievements

During the 2016-17 financial year Council focused on improving financial security, creating Economic Development opportunities and maintaining a safe and secure community.

6.1 Financial Security

Council has worked hard to bring the budget back on track, over the last financial year Council has identified existing income and expenditure, identified new income streams and continues to seek relevant grants and subsidies. *See attachment 1 for full financial statement*



6.2 Economic Development

Council Secured \$1.1million through the State Governments Works for Queensland Program. The key objective of this program is to support Councils outside of the South East corner to undertake job creation projects. Through this funding Council identified these 11 projects and created 40 jobs for the local Community.

2016-17 W4Q List of Projects



Project Title	Project Category	Jobs Created	W4Q Project Budget (GST Excl)
Animal Proof Air Strip	Crime prevention & community safety	3	50,000
Cemetery Fencing and Toilet Block	Cultural & recreational	5	95,000
Upgrade Football Grounds and Dressing Rooms	Cultural & recreational	10	100,000
Upgrade Baralaba Weir Water Pumps	Water	2	160,000
Upgrade Sewerage Treatment Plant Output Filter System	Sewerage	2	108,000
Clear Vegetation Over Main Water Lines	Water	3	40,000
Instal Basket Ball Fence in Munns Drive	Cultural & recreational	3	5,000
Upgrade Black Boy Camp Infrastructure	Cultural & recreational	5	260,000
Firebreak Infrastructure	Crime prevention & community safety	2	75,000
Upgrade Duaringa Cultural Centre and Museum	Cultural & recreational	3	132,000
Install CCTV Cameras	Crime prevention & community safety	2	75,000
		40	1,100,000

Road works and other infrastructure are funded through Building our Regions 3, Department of Infrastructure Local Government and Planning (DILGP) and National Disaster Relief and Recovery Arrangements (NDRRA). Through this funding the Road to Blackboy was resealed.



The Woorabinda Retail Store is currently owned and operated by the Queensland Government with management shifting to Community Enterprise Queensland in the new financial year, all profits will continue to be reinvested into the Community.

Council has invested in a 30 year lease of the Duaringa CWA Hall and propose to develop this site into a Cultural Heritage Museum to attract the hundreds of thousands of tourists who travel the Capricornia Highway each year. Our vision includes creating employment for operational staff, local artists and potentially tour operators.



6.3 Healthy, Safe and Secure Community

Council is committed to working towards a safe and secure Community and have invested in a Community Patrol to keep our streets safe at night. Initially Council employed 10 local people to patrol the streets at night; unfortunately this initiative proved to be a large drain on Council finances. We are currently looking into funding opportunities that will allow this initiative to continue and save Council time and money dealing with vandalism, break-ins and damage to public property.

The Council Swimming Pool was really enjoyed by the Community this summer season - particularly the children. Unfortunately the running and maintenance of the pool including the posting of Lifeguards (particularly on weekends) has cost Council in excess of \$110,000 this financial year. This facility is not funded by State or Federal Governments and puts a strain on Council's limited financial resources.



As part of Council's new vision, a new company '*Woorabinda Aboriginal & Torres Strait Islander Corporation for Social & Emotional Wellbeing and Health*' was established and registered on 16th November 2016 through ORIC (Office of the Registrar of Indigenous Corporations). The Corporation is in the process of becoming operational with a number of agencies and community volunteers working hard to make this vision a reality.

Through the Bio-Diversity Off Set Agreement between Council, BHP and BHP Billiton Ranger positions will be available next financial year to maintain the 500 hectares of Brigalow belt country and care for the natural habitats of the squatter pigeon, long eared bat and the ornamental snake. Vacancies will be advertised on Council website in the coming months.



7 The Council

As the result of an election held in March 2016 the community elected 4 Councillors and Mayor.

Councillors must:

- Attend Council meetings regularly and all other meetings as required from time to time;
- Vote on matters requiring a decision;
- Perform their duties and responsibilities in a transparent, impartial and faithful manner at all times.

In accordance with s 114 (1) (e) of the *Local Government (Finance, Plans and Reporting) Regulation 2010* the Annual report must contain the particulars of meetings attended by each Councillor. The following table provides details of the number of meeting attended by each Councillor during the 2016-17 Financial Year.

Councillor	Ordinary Meetings attended	Special Meetings Attended
Mayor Cheyne Wilkie	12	No Special meetings were called during this reporting period
Deputy Mayor Stewart Smith	10	
Archie Williams	11	
Lawrence Weazel	12	
Philip Alberts	11	



8 Statutory Information

In accordance with s 114 (1) (a),(b), and (c) of the *Local Government (Finance, Plans and Reporting) Regulation 2010* the Annual report must contain the particulars of the total remuneration paid to each Councillor during the Financial Year. The following table displays the total Councillor remuneration for the 2016-17 financial years:

Councillor	Salary	Super	Claimed expenses	Provided facilities
Cheyne Wilkie (Mayor)	99,638	11,956.36	1,873.78	Office & Mobile phone
Stewart Smith (Deputy Mayor)	57,483	6,897.81	2,659.73	Nil
Archie Williams	49,818	5,978.01	1,217.55	Nil
Lawrence Weazel	4,9818	5,978.01	3,927.48	Nil
Philip Alberts	4,9818	5,978.01	1,354.10	Nil

8.1 Councillor's Code of Conduct

In accordance with s114 (1) (f) (g) and (h) of the *Local Government (Finance, Plans and Reporting) Regulation 2010* the annual report must provide the following information:

Relevant Section	Description	Number of incidents
Section 118	Orders and recommendations made under sections 180(2) or (4) of the Act for any Councillor.	0
Section 181	Orders and recommendations were made under sections 180 or 181 of the Act for any Councillor.	0
Section 117 (4)	Complaints about the conduct or performance of Councillors assessed as frivolous or vexatious under of the Act	0
Section 117 (5) (a)	Complaints referred to the department's chief executive for any Councillor	0
177 (5) (b)	No complaints were referred to the Mayor for any Councillor	0
117 (6)	No complaints referred to the Department's Chief Executive Officer for any Councillor	0
177 (5) (a)	No complaints were assess by the chief executive officer as being about official misconduct by any Councillor	0
117 (h) (vi)	No complaints were heard by a conduct review panel about any Councillor	0
117 (h) (vii)	No Complaints were heard by the tribunal about any Councillor	0
117(8)	Complaints dealt with by the Chief Executive about any Councillor.	0



8.2 Councillors Reimbursement and Expenditure Policy

Council Reimbursement and Expenditure Policy is currently under review and will be adopted during the 2017/18 financial year.

8.3 Administrative Complaints

In accordance with section 115 of the *Local Government (Finance, Plans and Reporting) Regulation 2010* the annual report must contain a statement about the Council's commitment in dealing fairly with Administrative complaints and provide information on complaints received and dealt with during the financial year.

Council is committed in dealing with all administrative complaints in a fair, just and equitable manner. During the period no administrative complaints were received. The Ombudsman's office received no complaints against Council.

8.4 Overseas Travel

In accordance with section 116 of the *Local Government (Finance, Plans and Reporting) Regulation 2010* the annual report must contain information about any overseas travel made by a councillor or Council Employee. During 2016-17 no Councillor or Council Employee travelled overseas in an official capacity.

8.5 Expenditure on grants to Community Organisations

In accordance with section 117 of the *Local Government (Finance, Plans and Reporting) Regulation 2010* the Annual Report must contain a summary of expenditure by the Council on grants to Community Organisations.

During the 2016-17 financial year no grants were paid to community organisations

8.6 Reserves and controlled roads

In accordance with section 118 of the *Local Government (Finance, Plans and Reporting) Regulation 2010* the annual report must contain a note of land that is a reserve under the Land Act and under control of the Council as well as roads under the control of Council it does not own. No land that is a reserve under the Land Act or roads that are not owned by Council were under the control of the Council at any time during the financial year.

8.7 Corporate plan and annual operation plan

The previous Council developed and adopted the current Corporate Plan 2013-2018 in June 2013. The Corporate plan sets out the strategic direction of the Council operation and activities for the above mentioned period. The corporate plan will be reviewed in 2018 and a new plan developed setting out future projects and objectives. *See attachment 2 for a copy of the Corporate, operational and Long Term Community Plans.*



8.8 Equal Employment Opportunity

Woorabinda Aboriginal Shire is an equal employment opportunity employer and does not discriminate against any individual or members of groups. The Council is committed and dedicated throughout its management and operations in recruiting and retaining the best available staff to;

- Improve the Councils efficiency and productivity
- Ensure effective and efficient service delivery to the community of Woorabinda; and
- Meet and fulfil its obligations of equity and fairness

8.9 Registers kept by Council

The following registers are open for inspection;

- Minutes of Council meetings
- Personal interests of Councillors
- Personal Interest of the Chief Executive Officer and Senior Executive Manager
- Budget
- Annual Report
- Statement of accounts
- Regulatory fees and charges
- Corporate Plan
- Operational Plan



8.10 Internal Audit

In accordance with section 110 (1) of the *Local Government (Finance, Plans and Reporting) Regulation 2010* the Annual Report must contain a report on the internal audit for the year.

The Council appointed the Local Government Association Limited (LGAQ LTD) as its internal auditors. The internal auditors worked with management to identify and recommend improvements in Council operations, systems and processes.

The internal audit plan is reviewed and considered annually by management and covers all the operations of Council to ensure that the desired outcomes and results are achieved. The audit plan for 2016-17 covered; human resources, councillor administration, business continuity, asset management, reporting, contractor management, internal control and financial systems. The audit recommendations are currently being implemented.

9 Community Services

Council manages and oversees operation for a number of community services that include the Community Radio Station, Sport and Recreation facilities, swimming pool and Child care services.



9.1 Remote Indigenous Broadcasting Services

Boongarra Radio operates on 99.7AM daily between the hours of 8am 12noon. A number of programs are provided, namely community announcements, weather warnings, music, interviews and cultural announcements. Visiting services also make use of the radio to keep the community informed of activities delivered by their respective agencies.

9.2 Sport and recreation

Sporting organisations within the Woorabinda Aboriginal community include:

- Kangaroo Sports Association
- Sports Reference Group
- PCYC; and
- Various sporting clubs





Woorabinda also has a pool open to the public for 'gold coin' donation. The pool has qualified life guards and a canteen. A number of events have been hosted at the pool including a 'back to school' gathering and a community Cultural Event on 26 January 2017.

9.3 Childcare

Undoono is a multifunctional Aboriginal Children's Service (MACS) which is licensed for 62 children aged 6 weeks to 5 years. It is one of three MAC services operating in Queensland and we are able to offer a diverse range of programs in consultation with parents, community members and other agencies.

10 Corporate Services

The Corporate Services Department is responsible for Customer Service, finance, payroll, administration, health, safety and environment as well as Human Resource Management. This large portfolio requires a detailed understanding of Local Government, Award Wages, contracts and staff management.

10.1 Customer Service

Customer Service is the responsibility of the Corporate Services Division. Council's strategic focus has been to provide best practice in customer service systems and operations that deliver quality outcomes to Council and the community through:

- Review and implementation of administrative and management processes
- Quarterly Newsletter
- Website design and maintenance; and
- Review and implementation of policies and processes

Council office is open 8:30am to 5:00pm Monday to Thursday and 8:30am to 12:00 noon on Friday.



10.2 Administration

Council has established a plan of response to customer service issues encountered through interaction with our customers, clientele and the general community. Council regularly reviews local laws and operational policies this involves significant community engagement to ensure community needs are met.

10.3 Human Resource Management

Council is focused on the recruitment, retention and training of our employees. All Council vacancies are advertised on the Council website and promoted through visiting Job Service Agencies. Applicants are required to demonstrate their capacity to meet minimum employment standards and comply with Council policies and procedures. Our Human Resource department regularly reviews employment contracts and ensures the correct award rates are applied to each position.

11 Woorabinda Pastoral Company

The following people were appointed as directors for the Woorabinda Pastoral Company during the 2016-17 financial years

Director	Date of appointment
Cheyne Wilkie (Chairperson)	5 May 2016
Campbell Liesha	29 May 2012
Vaughn Gregory Johnson	19 February 2015
George Colin Dunne	8 June 2015
Stewart Hughie Smith	5 May 2016
Stewart Henry Major	29 May 2016 to 21 October 2016



11.1 Principal Activities

The principal activities of the Woorabinda Pastoral Company during 2016-17 were cattle grazing and cropping. There have not been any significant changes to the entity's state of affairs. In February 2016 Foley Vale station experienced major damage to structures and fencing as a result of heavy rain fall and flooding, repairs have been completed and the property is operating at full capacity.

In 2016-17 financial year the net loss for the Pastoral Company was \$2,003,879 compared to the 2015/16 profit of \$2,453,396. Pastoral Company did not pay a dividend to Council. *See attachment 1 for full financial statement.*

The company has not, during or since the financial year in respect of any person who is or has been an officer or auditor of the company or related body corporate:

- Indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer or auditor, including costs and expenses in successfully defending legal proceedings, or;
- Paid or agreed to pay a premium in respect of a contract insuring against a liability incurred as an officer or auditor for the costs or expenses to defend legal proceedings.

No Director has received or become entitled to receive during or since the financial year a benefit because of a contract made by the company or a related body corporate with the director, a firm of which the director is a member or a company of which the director has a substantial financial interest.

12 Works and Essential Services

Through W4Q Council upgraded the Woorabinda Football Grounds including the erection of male and female referees' dressing sheds, upgrading the players' dressing shed, the erection of fencing and upgrading of the football grounds. Through Building our Regions 3, Council sealed the road to Black Boy Camp.

In 2017 the NBN's Fixed Wireless Network was introduced to Woorabinda. A site for the base station has been selected by NBN's radio engineers and work should commence in the near future.



Council, as Principal Contractor, has built 6 new houses during 2015-2016 with a further 11 to be built before June 2018. This project is being funded by the Queensland Department of Housing and Public Works.

The works department continues to manage the planned and unplanned maintenance program on behalf of Building and Asset Services. Through this program Council is able to direct work to local trade's people and where necessary we engage contractors to undertake electrical, plumbing and other specialist's trades.



Woorabinda Aboriginal Shire Council and

Woorabinda Pastoral Company

14 Appendix 2 Council Plans

Corporate Plan

Operational Plan


Long Term Community Plan







ORGANISATION STRUCTURE BY **FUNCTION** REVISED AUGUST 2016



COUNCIL											
CHIEF EXECUTIVE								Executive Assistant			
CORPORATE SERVICES				INFRASTRUCTURE SERVICES			COMMUNITY SERVICES			PASTORAL COMPANY	
Enterprises	Financial Services	Administration Services	HR Services	Building Services	Town Services	Essential Services	Youth Services	Community Services	Health & Environmental Services		
Butcher Shop	Financial Management	Administration Management	HR/Workforce Development	Housing Construction	Parks and Gardens	Water	MPC Sports & Rec and Pool	Child Care	Environmental Health		
Guest House	Management Accounting	Reception	Workplace Health& Safety	BAS	Roads	Sewerage	Youth Development	Community Justice Group	Public Order & Safety		
Service Station	Procurement	Cleaning	Payroll			Waste Management		RIBS	Biodiversity		
Post Office*	Grants	Records Management	Governance					IKC			
Café*		IT						Cemetery			
Retail Store*											
Pest Control*											
WDG Solar Prtogram*											

* Proposed Enterprises